

**Session: Performance Management  
New 5-Level System**

Have you heard the latest news in performance management? The Department has undertaken a major initiative to move the majority of all employees to a new 5-level system over the next two years. You'll learn about the nuances of the new system, why it was developed, why it's important to the Department, and where we are going from here.

**Michael Osver**  
**Program Manager**  
**OHRM**  
**Office of Policy & Programs**

**Session: USAJOBS/ QuickHire**

Be on the fast track and learn first hand information about the Department's Recruitment One-Stop (ROS) integration. The ROS initiative simplifies the process of locating and applying for Federal jobs. Through enhancements to USAJOBS, the Federal Government now has one official stop source for searching employment information including job searches, building resumes, and on-line application processing. Learn how ROS will impact you and help you to attract and recruit the best and brightest applicants. Experience a walk through of the new QuickHire 4.0 version, the Department's online career assessment application tool, and how this automated hiring system works from the beginning of the announcement process through selection of an applicant.

**Janice Coley**  
**Client Delivery Manager**  
**Monster**

**Session: Learning Management  
System (LMS)**

This session will provide you with an overview of the Department's Learning Management System (LMS) including system features such as the LMS library. You will learn to gain access and navigate the system. You will also learn basic support information such as who to contact for a LMS ID, how to obtain a new password and first hand information about LMS features.

**Michael Cohen**  
**Program Manager**  
**OHRM**  
**Office of Training & Knowledge  
Management**

**Session: New Human Resources (HR)  
Regulations & WebTA**

The session will cover two provisions of the Workforce Flexibility Act of 2004. Specifically, Compensatory Time Off for Travel and Additional Annual Leave Accruals Based on Prior Non-Federal Service. Although these are interim regulations, you will learn what the Department has done to implement them, who they apply to, how to ensure that your clients are properly receiving them, and the latest from the Office of Personnel Management (OPM) on finalizing the regulations. We will also share new guidance on processing higher annual leave accruals via the National Finance Center and the Department's time and attendance systems.

The session will also provide an overview of Departmental deployment, next steps, and a glimpse at the latest version of webTA and what it means to the user. Find out why it benefits you and your clients and how you can help to make it happen! You will also learn what's happening behind the scenes with

webTA such as data archiving, Census modifications and what they mean to you, who else is using webTA, and more. The end of this session will provide a “sneak peak” at enhancements in the new version of webTA.

**Sheila Fleishell**  
**Program Manager**  
**OHRM**  
**Office of Policy & Programs**

**Session: HR Competencies**

Be ahead of the game by being proactive and learn about the HR competencies that will be used to increase the skill level of the Federal government’s HR workforce. This is a great opportunity to learn what competencies really are and what the future holds for our Federal HR professionals.

**Felicia Purifoy**  
**Director**  
**OHRM**  
**Office of Policy & Programs**

**Session: President’s Management Agenda (PMA)**

As an HR professional, how are you contributing to the Commerce results in compliance with the President's Management Agenda - Human Capital Initiative? This is an exciting time to be an HR professional in the Federal Government. You should know that Commerce is among the leaders in agencies striving to transform our workplace into one more focused on performance and results. This strategic transformation is being actualized through the President's Management Agenda which listed human capital reform as its first priority initiative. This session will provide an overview of the President's Management Agenda,

including the planning, implementation, and evaluation phases Federal Government-wide.

**Janice Guinyard**  
**Acting Director**  
**OHRM**  
**Office of Human Capital Planning & Strategic Recruitment**

**Session: Employee Relations Basic Overview**

This session will provide a basic overview of the Office of General Counsel's relationship with the HR community. This session will include some discussion of the coordination of our role with HR, role in advising supervisors about management of employee conduct and performance, and how our offices can provide supervisors with the best possible guidance/support.

**John Guenther**  
**Acting Team Leader for the**  
**Employment and Labor Law Division**  
**Headquarters**  
**Office of the General Counsel**

**Session: HR Flexibilities**

Have you ever had this experience: "The Selecting Official has located an ideal candidate and wants to hire today!" Come to the HR Summit's session on "Hiring Flexibilities" and find innovative solutions! The Department's data reflects an opportunity to improve the hiring process through increased usage of the numerous hiring flexibilities authorized by the OPM. Become Commerce's next "rising star" of HR, who has uncovered successful solutions to hiring for mission-critical occupations.

**Cynthia Brice**  
**Program Manager**  
**OHRM**

**Office of Human Capital Planning & Recruitment**

**Session: Individual Development Plans (IDP)**

Do you know what it takes to succeed? Are you maximizing your potential? By taking ownership of your career and focusing on professional development, you will be better able to recognize opportunity, be increasingly effective in the workplace, and have a fulfilling and rewarding career. This session will assist you by providing you with the tools needed to assess your current job and future ambitions. In addition, this session will walk you through assessment tools used to identify development needs and the components of an Individual Development Plan (IDP).

*Who Should Attend*

This session is strongly recommended for individuals who want to learn more about the IDP process.

*How You Will Benefit*

Understand the importance of career development, review effective and meaningful techniques to discuss development with your supervisor, and receive examples of developing an IDP.

*What You Will Learn*

Review the definition of competencies and the role they play in the IDP process, steps in the development process, how to track your skills and document your accomplishments, and components of the IDP.

**Lisa Brandon-Clark**

**Program Managers**  
**OHRM**

**Office of Training & Knowledge Management**

**Session: Workers' Compensation**

"This fast paced session provides attendees with an overview of Workers' Compensation updates, new regulations, hot topics, and best practices. The attendee will learn about the DOC coordinator for workers' compensation cases and how to get answers to questions, Contract Claims Services Incorporated's (CCSI) role as the contractor for this program, and how everyone can participate in controlling workers' compensation costs through an explanation of the roles and responsibilities of the program. The session will close with specific points about the supervisor's role in cutting costs.

**Adrienne Ross**  
**Program Manager**  
**OHRM**

**Office of Occupational Safety & Health**

**Session: HR Executive Leadership Roundtable Discussion**

Want to learn more about your role in the Department and how it compares to others you interface with? If your answer is yes, take advantage of this exciting networking opportunity and attend the roundtable discussion with your leaders! Meet your HR Executive Leaders and ask those burning questions about the future of HR for Commerce. Learn about the Department's vision, the impact of the HR Line of Business (LOB) and why it's becoming more important to become value-added HR

consultants. In this interactive session, you will be able to ask questions and obtain practical answers that you can apply on the job. You will also have an opportunity to personally meet your leaders and network.

**Deborah Jefferson**  
**Director**  
**Office of Human Resources**  
**Management**

**William Fleming**  
**Deputy Director**  
**Office Human Resources**  
**Management**

**Principal Human Resources**  
**Managers:**

**Eduardo Ribas**  
**Director**  
**National Oceanic and Atmospheric**  
**Administration**

**Deanna Shepherd**  
**Director**  
**Economics and Statistics**  
**Administration**

**Robert Kirkner**  
**Director**  
**National Institute of Standards and**  
**Technology**

**Tyra Smith**  
**Director**  
**Bureau of the Census**

**Seminar: Generations in the Workplace:** How understanding generational differences can resolve conflicts and improve productivity within and organization.

Join us in this interactive seminar where you will learn about differences between the four generations, become acquainted with how age differences affect organizational culture, develop appreciation for how each generation creates cultural unity, and begin to understand how age diversity can affect an organization's success in accomplishing its mission. In this fun, fast pace seminar, you will experience the shoes of different generations by participating in role plays, develop strategies for using generational differences to maximize productivity, and build appreciation for how age affects recruitment, hiring, and career development planning.

**Jeffery Vargas**  
**Human Capital Analyst**  
**Department of Energy**

**Sean Clayton**  
**Human Capital Consultant**  
**Department of Energy**